

Law Enforcement News

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Massachusetts cops fend off efforts to dismantle their road-detail domain

A Massachusetts transportation official says there are no plans to change an "ambiguous" state law giving municipalities the right to approve ordinances that makes directing traffic around road construction sites the exclusive domain of police officers.

The longtime practice, which is in effect statewide, has come under criticism following a series of articles in *The Boston Globe* that focused on police-patrolled road details. The details provide officers with an extra source of income — but cost utility companies and taxpayers hundreds of millions of dollars annually.

"I started in '45, and it was done then," said Paul Doherty, executive director of the Massachusetts Chiefs of Police Association. "It's a practice that's been in effect for years."

Even though there is no law prohibiting the use of private flaggers to direct traffic flow around road construction sites, the practice persists. Municipalities favor using police officers because they rarely have to pay the officers' wages out of their own pockets. They receive "administrative fees" for each detail — either a

percentage of the total cost or a flat dollar amount — from the utility or contractor. The arrangement guarantees officers extra income, thereby putting less pressure on local governments to hike police salaries.

Past attempts to "clarify" the provisions have failed, according to Jody D'Urso, a spokeswoman for the state's Executive Office of

Providing traffic control at roadwork sites can mean big paydays for some cops.

Transportation. "The law, as it exists, is ambiguous," she told *Law Enforcement News*. "The current practice is to use the police, rather than flaggers."

D'Urso said that the administration of Gov. William Weld introduced legislation in 1992 to

clarify the law and add a provision that would allow the use of either flaggers or police officers. The proposal died in committee following a protest by several hundred police officers angered at the attempt to tinker with the work details. "There aren't any plans to refile," she said.

Police unions heat back another effort to rein in road-detail costs early last month when they pressured legislators to withdraw a proposal that would have controlled costs by paying officers only for the actual number of hours worked — not for a four-hour minimum, as is the current practice.

Harold Thompson, an official of the National Safety Council in Chicago, said that nearly every state except Massachusetts uses private flaggers to monitor low-traffic construction and utility work sites, at a fraction of the cost of police officers. "You guys are unique," he told *The Globe*. "I don't think Massachusetts is backwards as much as it is just far out on this one."

But the newspaper reported that the "far out" practice costs plenty. Boston Edison, one

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In terror's wake, Feds once again eye 'taggants' for help in tracing explosives

It's an idea whose time may have come — again.

In the wake of last month's bombing of the Federal Building in Oklahoma City, the Clinton Administration is said to be taking a second look at a method of identifying the origins of explosive materials by inter-mixing them with microscopic plastic chips called "taggants."

Following an explosion, investigators would use ultraviolet lamps to illuminate the tiny color-coded chips in debris. The chips would then be swept up and examined under a microscope. The color sequence contained in each chip can provide investigators with information about the type of explosive used, its manufacturer and the date the material was produced. This information in turn can help investigators trace the explosive to its source, possibly giving clues about the identity of bombing suspects.

The technology has been in existence since the mid-1970s, and was successfully tested by the Bureau of

Alcohol, Tobacco and Firearms in 1977, following two years of study involving 7 million pounds of explosives. The tests involved two kinds of tagging — "identification" tags to help trace explosives after they've been detonated, and "detection" tags that would emit a nontoxic gas to make it easy to find explosives before they are set off.

At the time, ATF officials said taggants would cost no more than two cents per pound of explosives — a cost that has not risen appreciably since then.

Taggants were touted by then-ATF Director Rex D. Davis, who called the method "a breakthrough technology to help solve explosives crimes." But Congress, bending to pressure applied by the National Rifle Association and explosives manufacturers, cut funding for the taggant program in 1980, and ordered ATF to stop working on the project.

The NRA contended that using taggants to mark gunpowder and other materials used in ammunition might affect the performance and stability of bullets. Explosives manufacturers claimed that the technology would cost too much and would not be useful to investigators because most criminally motivated explosions involve materials that would not be tagged.

Taggants were the idea of Richard G. Livesay, now 74, when he was a chemistry professor at Whitewater State University in Wisconsin. He later developed the technology at the 3M Corp., which abandoned the project after the ATF testing program was shut down. Livesay bought the licensing rights and began his own company, Microtrace, and started to market the

technology to companies that wanted to thwart counterfeiters and keep track of their stocks.

The Clinton Administration wants to restart the ATF testing program as part of its anti-domestic terrorism proposal, and Senate Majority Leader Robert J. Dole (R.-Kansas) introduced legislation last month that essentially calls for reopening the same study.

ATF officials said they have no problem with picking up where they left off back in 1977. "It would be important for us to at least assess the state of the technology and the research and development that has been done in the last 15 years," noted Ralph C. Ostrowski, chief of the ATF's arson and explosives division. "We need to get ourselves up to speed."

Switzerland is the only nation to require that explosive materials contain taggants. There, the technology

has been credited with identifying the manufacturer in 566 cases of bombings or seizures of explosives over a 10-year period. The Swiss experience shows that taggants are effective and inexpensive, said Tony Fainberg, a senior associate with the Congressional Office of Technology Assessment.

"If you want to find people who are interested in things like cost, safety and reliability, the Swiss are paragons of virtue in all these areas — and they seem to be good customers for the technology," he told *The Washington Post*.

Fainberg conceded that taggants "aren't a panacea" and would not identify home-made explosives often favored by terrorists, such as those who created the Oklahoma City bomb. In addition, he said, there will be tons of non-tagged explosives in stock long after such a program is enacted.

Licensing may loom for 911 dispatchers in Pa.

Prompted by an incident in which 911 operators mishandled calls for help for a Philadelphia teen-ager who was beaten to death by a mob, a Pennsylvania legislator has introduced a bill that would direct the state to develop specific training, education and testing requirements for emergency dispatchers.

Representative Mario Civera (R.-Delaware County) said that if enacted, House Bill 911 would make Pennsylvania the first state in the nation to license emergency dispatch operators. Civera said the beating death last

Nov. 11 of 16-year-old Eddie Polec, who was chased through a Philadelphia neighborhood by a mob of youths brandishing baseball bats and beaten to death on the steps of a church, focused attention on the need to develop a standardized training and licensing program for 911 operators statewide.

Numerous calls were made to 911 by frantic neighborhood residents who saw the beating, but police did not arrive at the scene until 45 minutes after the first call. Callers later com-

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What They Are Saying:

"We want to put people in the officer's shoes and see how quickly it all happens."

— Sgt. Steve Mason of the Alexandria, Va., Police Department, on the department's new program that lets residents try their hand at actual "shoot/don't shoot" computer simulations used by police. (5:3)

Around the Nation

Northeast



CONNECTICUT — Members of the Connecticut State Police Union leafleted an Aetna Insurance Company seminar at State Police headquarters in Meriden on April 20. Aetna, said union president Robert Veach, supports initiatives that harm state workers, including routinely denying every auto insurance claim of troopers who are injured outside of their vehicles.

DELAWARE — Delaware last month became the first state to receive funds from a \$800-million national effort to fight domestic violence. The state received a \$25,000 installment of \$450,000 to develop programs.

DISTRICT OF COLUMBIA — Ex-District Police Officer Fonda C. Moore was remanded to prison April 4 by Senior Superior Court Judge Fred B. Ugast, after she pleaded guilty to a charge of conspiracy to commit murder. Moore, who will be sentenced this month, was acquitted last year on first-degree murder, kidnapping and other charges related to her alleged involvement in helping a crack dealer and his gang cover up a torture-murder. Moore, who befriended the murderous gangsters, was not present during the killing, but prosecutors believed she was deeply enough involved with the gang to be charged with murder. The jury in last year's trial deadlocked on the conspiracy charge for which Moore now faces eight years in prison.

Ex-District Police Officer David Brooks has been sentenced to 16 months in jail for his role in a bribery scheme involving the department's vending unit. Another former officer, George Hardy, was previously sentenced to two months.

Investigators believe that a gay man stabbed over 50 times may have been a victim of a so-called pick-up murder. While police have not ruled out a possible hate crime, investigators said the brutal slaying is consistent with a domestic, gay-related murder. The victim, Nathaddeus Jerome Smith, 26, was attacked April 14 on a residential block in Mount Pleasant.

District Police Officer S.T. Vines was charged April 13 with assaulting a fellow officer in a fast-food restaurant over a parking ticket. The confrontation began when Vines's brother, Donald, followed two officers into the McDonald's where his brother works off-duty as a guard, and began arguing about a parking ticket he had received. When Vines stepped in to prevent his brother from being arrested, said police, a melee began. Vines has been placed on paid administrative leave.

The City Council voted April 19 to strip the Civilian Complaint Review Board's budget, effectively killing the panel. The money will be used to add police patrols in several neighborhoods.

MARYLAND — Baltimore County Police Officer John Johnson, 30, was arrested and charged with indecent exposure April 9 after allegedly exposing himself to two 15-year-old girls in Northeast Baltimore.

A bill that would strengthen laws against domestic violence and make the state eligible for Federal funding for battered-spouse programs was sent last month to Gov. Parris Glendening.

MASSACHUSETTS — The random drug and alcohol testing of police officers for the Massachusetts Bay Transportation Authority has been halted by a court injunction, after a judge ruled the tests would violate privacy rights. MBTA officials will appeal the ruling.

NEW HAMPSHIRE — A Denny's restaurant cook in Lebanon faces trial in June on charges that he assaulted two Vermont state troopers by putting Tabasco sauce on their eggs. The troopers claim that Michael Towne, 20, did it out of hatred of police; Towne claims it was an accident.

Police in Hanover agreed in April to stop arresting underage students for "internal possession" of alcohol. The ACLU threatened to file suit after more than a dozen underage drinkers — mainly students from Dartmouth — were arrested last year.

Conviction rates in domestic violence cases in Dover have jumped from 33 percent to 66 percent, officials say, because of a policy that allows the cases to be prosecuted even if the victim refuses to cooperate.

NEW JERSEY — A transsexual child-abuse suspect faces murder and assault charges following a 14-hour standoff with authorities April 20 in which a Haddon Heights police officer and an investigator of the Camden County Prosecutor's Office were shot to death. Patrolman John F. Norcross, 24, a 4-year veteran of the Police Department, and investigator John McLaughlin were shot and killed as they attempted to serve a search warrant for weapons violations at the home of Leslie Nelson, a transsexual formerly known as Glenn Nelson. Norcross's brother, Richard, a 27-year-old Haddon Heights detective, was seriously wounded in the incident. Nelson surrendered after negotiations.

A homemade brew that was just a few ingredients short of being genuine napalm was confiscated April 18 by West Milford police. The concoction had been made by two 12-year-old Macopin Middle School students who learned how to make it from a computer bulletin board. Police also confiscated a copy of "Jolly Roger's Cookbook" which details such skills as lockpicking and hot-wiring cars.

Reported crime in Atlantic City has dropped 18.7 percent since last year and 42.6 percent since 1991, officials announced last month.

NEW YORK — Patrick O'Hara, a former State Police lieutenant, pleaded guilty April 7 to charges that he obstructed an investigation to help a fellow trooper. O'Hara was the last of five troopers to plead guilty in the evidence-tampering scandal that has dogged the State Police since 1992. Under a plea agreement, O'Hara will serve one year in prison. Former lieutenant Craig D. Harvey, the colleague O'Hara was trying to protect, was in charge of the Troop C fingerprint unit. He has admitted to faking evidence in four cases, including a 1986 double

murder from which O'Hara's guilty plea stems. Harvey told prosecutors that O'Hara had helped him with the fabrication and plan a defense against evidence-tampering charges.

A Johnstown teen-ager, Nathan Lamphear, pleaded guilty in April to charges of attempted murder for shooting at police officer Mark Snyder while Snyder was working at a Memorial Day parade. Snyder still has a bullet lodged in his throat. Lamphear faces 11 to 22 years in prison.

Three more New York City police officers from Harlem's 30th Precinct surrendered April 5 to face corruption charges, bringing the total of officers arrested in the so-called "Dirty 30" scandal to 33.

Residents of New York City's posh Upper East Side are one step closer to winning official approval for a neighborhood tax to pay for the hiring of a security force. Property owners would pay up to \$35 a month for as many as 500 security guards. City Corporation Counsel Paul Crotty ruled April 6 that the plan fit into existing laws allowing self-taxation for Business Improvement Districts. If approved by Mayor Rudolph Giuliani and the City Council, the proposal would create the city's first residential security district.

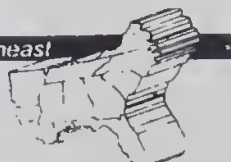
A special New York City police unit is turning up the heat on officers who claim phony on-the-job injuries. The Absence Control Unit, said Chief of Personnel Michael Markman, will look into injuries such as "slips and falls" with no witnesses, and examine selected individuals where there is reason to suspect a claim may be fraudulent. One officer, Susan Santorufo, was fired last month after the unit debunked her claim that she had injured her neck and left arm lifting her recruit bag while at the Police Academy. She was terminated after filing for a tax-free line-of-duty disability pension.

PENNSYLVANIA — A Fox Chapel Borough woman is suing for \$125,000 based on her claim that she suffered emotional harm after police killed a deer she liked. According to City Solicitor Bruce Bowden, the deer suffered a broken leg when it was hit by a car.

Twenty-two suspects were netted in a Franklin County drug raid last month following a year-long probe.

RHODE ISLAND — Departmental charges were dropped last month against a white Providence police officer who was videotaped as he kicked a black man already on the ground. Rookie officer Richard Ruggiero was acquitted by a one-man civilian complaint board after the victim, Corey West, and his lawyer failed to show up for a hearing. Ruggiero has been suspended without pay since the Jan. 17 incident.

Southeast



ARKANSAS — John Gorman, former executive director of the Arkansas Associated Chiefs of Police, faces a year in jail and a fine of \$25,000 after

pleading guilty to one count of failing to file an income-tax return.

White supremacist Richard Wayne Snell, 64, was executed by lethal injection April 19 for the murders of a Jewish businessman and a black police officer. Before he was put to death, Snell issued a warning to Gov. Jim Guy Tucker: "Look over your shoulder; justice is coming." Snell was convicted of the 1984 murder of a Texarkana pawnbroker, William Stumpp, during a robbery and of the 1985 murder of state Trooper Louis Bryant, who had stopped Snell for a traffic violation. During the late 1980's, Snell, who was already on death row, was one of several defendants who were tried and subsequently acquitted on sedition charges stemming from their association with the Covenant, the Sword, and the Arm of the Lord, a paramilitary extremist group.

FLORIDA — Orlando law-enforcement authorities are considering whether to file charges against two 4-year-old boys and a 3-year-old girl who are accused of inflicting about \$15,000 worth of damage to a house undergoing renovation. The children allegedly broke a window to get in, then doused the house's floors with bleach, paint and gasoline, turned the oven on, and damaged antiques. The children's parents may also face charges.

Despite a small yield, Federal and local law enforcement officials in the Pensacola area are calling an April 9 drug raid a great success. Escambia County Sheriff Jim Lowman said the raid, which netted only about \$2,000 in crack-cocaine, \$2,000 in cash and 12 arrests, sent a message to drug dealers.

The state House and Senate last month passed bills that will force felons to serve at least 85 percent of their sentence. Minor differences between the bills must be resolved before the legislation goes to Gov. Lawton Chiles.

A Orlando curfew that bans teenagers 17 and under from downtown between midnight and 6 A.M. was upheld April 17 by an appeals court.

Two death-row inmates were fatally stabbed April 20 by fellow prisoners in the recreation yard of the state prison near Starks. One of the dead men, Edwin Kaprat 3d, 30, was convicted this year of killing two elderly women. The other, Charles Street, 41, killed two police officers in 1990 after an early release from prison in 1988 due to overcrowding.

GEORGIA — Legislation that guarantees crime victims access to specific information about the prosecution and punishment of their assailants was among a number of bills signed into law by Gov. Zell Miller in April. Other measures include a time limit for appealing death sentences.

Atlanta police made 324 arrests during the huge Freaknik street party during the weekend of April 21. Eleven stores near Underground Atlanta, a downtown shopping and entertainment complex, were looted. In addition to the arrests, 223 youths were held on charges of disorderly conduct.

Columbia County's first female sheriff, Gloria Crosby, is stepping down

after serving a six-month interim term.

MISSISSIPPI — A bill that would allow victims, police officers, or prosecutors to appeal a judge's verdict moved through the state Legislature in April. The bill's sponsor, Representative Ken Stribling, said everyone should have the right to appeal a verdict.

The murder trial of 62-year-old Ernest Conrod in Greenwood was postponed indefinitely in April after doctors ruled that he is mentally incompetent. Conrod is accused of the 1994 shotgun slaying of LeFlore County sheriff's Deputy Melvin Brown Jr.

Asset confiscations by the Rank County Sheriff's Department totaled \$330,233 in 1994, with another \$134,646 seized so far this year. The confiscated assets are used to pay for equipment.

Two Colombian citizens were arrested near Diamondhead April 11 after a traffic stop turned up \$5 million in pure cocaine.

NORTH CAROLINA — Suspected serial murderer Sean Goble, 28, confessed April 14 to murdering three women and is suspected of killing dozens more in 10 states. Goble is being held on first-degree murder charges in Guilford County for the murder of an unidentified woman whose body was found on Feb. 19 off Interstate 40. Goble, a trucker, comes from an abusive family, according to authorities, and is "fond of his power over women."

TENNESSEE — Cellular phone users may now dial free when reporting dangerous situations, thanks to a cooperative effort by the state Highway Patrol and cellular phone companies. Users may hit the "star" symbol and dial 847 to make a toll-free call.

A sting operation in Knoxville by law-enforcement officials netted about 70 fugitives wanted for crimes ranging from murder to forgery. The fugitives were lured to a bogus state agency by the promise of easy money.

VIRGINIA — Alexandria Police Officer Scott D. Ogden will not be prosecuted in the death of an unarmed drug suspect he shot 15 times. Commonwealth Attorney John E. Knoch said that Ogden was justified in shooting Otis Kelly because Kelly, with a "well-established history of drug dealing," could well have been armed. While Knoch's report closes the door on any criminal charges, Ogden, 31, will still face an internal police investigation. In 1992, Ogden was involved in another incident in which he killed an intoxicated man who he said was wielding a two-by-four. That shooting was also deemed justified by prosecutors.

Midwest



INDIANA — State police reported making 43 marijuana-related arrests at two hemp festivals in Cass County over the weekend of April 22-23. The festivals were staged to promote marijuana legalization and raise awareness of hemp's lesser known uses in the making of paper, fuel and clothing.

KENTUCKY — Metal detectors and other security measures will soon be installed at courthouses in Nelson, Carroll and Warren counties as part of a growing effort to help officials in smaller communities cope with violence.

A man's arrest for drunken driving on his own property was upheld April 20 by the state Supreme Court. The court ruled 5-2 that the arrest was a "valid exercise of police power."

The state's juvenile violent-crime rate increased 178 percent from 1985 to 1992, but it is still below the national average, said a study released April 24. Kentucky averaged 341 violent-crime arrests per 100,000 youths.

MICHIGAN — A series of laws strengthening protections against domestic violence went into effect April 1. Restraining orders can now be issued for those in an abusive dating relationship or with abusive relatives. Previously, protective orders from abusive partners were only available to people who were married or who live or once lived together, or who have children together. In addition, a restraining order will now go into effect once it is signed by a judge, rather than first having to be served to the person being restrained. The law makes protective orders uniform across the state, and bars local police agencies from enacting extra rules that could delay enforcement of an order.

OHIO — A \$69,000 grant under the Federal COPS FAST program that was awarded by the Justice Department to the Village of Lincoln Heights will be used to rehire two of three police officers laid off in last year's budget cuts.

An investigation into the death of Christopher Kinnear, 27, has been completed, although the results have not yet been released pending their presentation to a grand jury. Kinnear suffocated after being hogtied by Columbus police, a practice that has since been banned.

In hopes of stopping vandalism and loitering, the Cleves Police Department is forming a seasonal foot patrol for the town's business district. The 14-member department faces its busiest time in the spring and summer, said Police Chief Russ Messer, with crowds tending to gather only in the central business and shopping district. In 1994, seven juveniles were arrested for misdemeanor criminal damaging, two were arrested for felony vandalism, and one for menacing.

WEST VIRGINIA — The first 450 people began working in the new, \$200-million FBI fingerprinting center in Clarksburg April 24. The facility, which is scheduled to be completed by August, will eventually employ 2,500.

The Grant County Jail has been removed from the command of the county sheriff while investigators probe allegations of misconduct. Officials would not discuss specifics.

WISCONSIN — The family of Konerak Sinthasomphone will be awarded \$850,000 to settle a lawsuit that accused Milwaukee police of mistakes that led to the 14-year-old's death in 1991 at the hands of serial killer Jeffrey Dahmer.



IOWA — About 300 Native Americans staged a march in Sioux City last month to protest the death of Kim Frazier, 29, who was shot and killed by police March 1. Vernon Bellecourt, a co-founder of the American Indian Movement, called for a special "all-Indian" grand jury.

KANSAS — Critics charged last month that Wichita offenders are getting away with such crimes as drunken driving and domestic violence because the city lacks the manpower to follow up on warrants. Out of 124,479 outstanding warrants, 28,728 are said to be too old to prosecute.

MINNESOTA — The St. Paul City Council agreed April 5 to establish a mounted police unit if \$185,000 in private donations can be raised to finance the unit for the first three years. Sgt. Dan Harshman, who will supervise the five-member patrol, said the officers will be taken from department's records and identification division, which recently merged with the Ramsey County Sheriff's Department.

MISSOURI — A napalm-like bomb was turned in to Cape Girardeau police April 10 by a man whose teen-age son allegedly constructed it from information taken from the Internet.

A study by the Missouri Bar Association released April 17 found that the number of youthful offenders referred to juvenile court for violent crimes has more than tripled since 1983.

Earl Moore, 22, was killed March 30 by St. Louis police after he tried to grab an officer's gun. Moore got into a fight with Officers Darren Crouch and Courtney Harris when they tried to arrest him. A preliminary investigation found that Crouch, a five-year veteran, and Harris, a rookie, had used correct procedure.

NEBRASKA — A statewide automated fingerprint identification system scheduled to go on-line in August will be better than expected and come in under budget, according to officials. The system will be run by the State Patrol.

An internal investigation was ordered by Omaha Police Chief James Skinner April 4 into allegations that two cruisers formed a rolling roadblock on their way to a training center in Grand Island on March 19, blocking traffic for more than two miles. The two officers, Joc Schenkelberg and Ron Fyfe, were finally pulled over and ticketed by a state trooper. According to witnesses, the officers drove side by side at a speed just under the 65-mile-an-hour limit. The two officers said motorists were afraid to pass them because of the presence of a marked cruiser driving at the speed limit.

WYOMING — An increase in crimes involving youths and liquor — including a restaurant burglary and a vandalism spree — prompted an announcement by Gillette police April 18 that they will begin cracking down on underage drinking.



ARIZONA — Law enforcement officials recently recovered five small planes worth \$15 million, in what is described as the largest aircraft seizure ever from a Mexican drug cartel. The planes were flown here by the cartel in the hopes of avoiding confiscation, officials said.

COLORADO — El Paso County, which is said to have the state's most lenient concealed-weapon policy, announced plans last month to issue concealed-gun permits to up to 600 residents in a single week.

A \$100 reward is being offered to any Denver public school student who reports other students bringing weapons to school. Those who call Weapons Watch will remain anonymous.

Nearly 800 people have applied for 15 deputy positions with the El Paso County Sheriff's Department.

NEW MEXICO — Jose Gomez, 23, was killed by a Hobbs SWAT team officer last month after he shot his 17-year-old pregnant girlfriend and challenged police to a shootout. Gomez was shot as soon as he emerged from his apartment firing a handgun.

An Albuquerque man, Jay Carley, sued the city's Police Department, claiming he was mishandled by officers when they responded to an emergency call about an armed robbery at his home.

OKLAHOMA — Proposed legislation that would ban TV in state prisons has been put on hold while prison officials try to draft their own rules. Officials say a ban on TV might cost the state \$10 million to hire the extra guards needed to oversee idle prisoners.

TEXAS — Houston police Sgt. Jim Binford was accidentally shot by his partner, Sgt. M.E. Doyle, last month when he was caught in a crossfire during a gun battle with suspected kidnapers. Binford is recovering.

A Dallas man who rammed two patrol cars during a two-hour, 100-mile chase faces aggravated assault charges. Bryan Peek, 20, also allegedly stuck his tongue out at officers.

Gov. George Bush joined Taylor residents last month in a parade through the town to celebrate the destruction of one of 25 condemned drug sites as part of the "Turn Around Taylor" program.

A sharp increase in car burglaries at the Dallas/Fort Worth International Airport has prompted the airport's Department of Public Safety to turn to the Northeast Tarrant County street crimes unit for lessons on gang activity. Seven of the nine suspects arrested for 33 of the 75 crimes recorded in the first quarter of this year have been identified as gang members. During the first three months of 1994, there were 18 car burglaries at the airport.

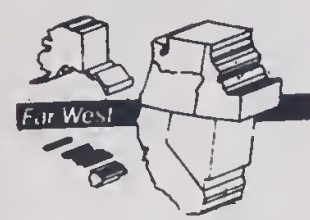
A 12-year-old San Antonio girl was

charged April 21 with suffocating a 4-month-old boy and his 2-year-old sister on Jan. 6. She faces 40 years in prison if convicted.

UTAH — The state plans to ship 100 inmates to prisons in Texas to ease crowding while new facilities are built. It will cost the state \$20 less per day to house them in Texas than in Utah.

The Legislature went into special session April 19 to consider the possible repeal of a mandatory minimum sentencing law for child sex abuse.

Layton Police Capt. Robert Allinson said April 23 that more detailed reporting, not growing prejudice, is responsible for the city being at the top of the state's hate-crime list. Twenty hate crimes were reported in Layton in 1994 — six more than in Salt Lake City.



ALASKA — The dismissal of 13 drunken-driving cases will be appealed by state and local prosecutors in Anchorage. Judge Michael Wolverton said the 13 defendants were subjected to double jeopardy when they had their drivers' licenses revoked and then were prosecuted in court.

CALIFORNIA — A computerized registry of reported hate crimes was started last month by the Anti-Defamation League of San Diego.

Two suspects wanted in the murder of Sonoma County Sheriff's Deputy Frank Trejo surrendered to police March 30 after a tense standoff in Santa Rosa. Robert Walter Scully, 36, and Brenda Kay Moore, 38, were the objects of a manhunt by more than 100 law-enforcement officers, aided by helicopters and bloodhounds. They are suspected of shooting Trejo in the face on March 29 as the deputy responded to a report of a suspicious vehicle. Scully had been released from state prison only a week before the shooting.

A judge ruled April 10 that the widow of a man killed in a 1993 shooting massacre at a San Francisco law office may proceed with a lawsuit against the manufacturer of the weapon used

in the tragedy. Eight people were killed and six others wounded before the gunman, Gian Luigi Ferri, turned his assault-style weapon on himself.

Newport Beach Police Officer Robert Henry, who was found shot in the head in a church parking lot early last month, died without regaining consciousness April 13. Police believe Henry was wounded trying to stop the suicide of Carlos Caicedo, who was found dead at the scene.

A man who faced life imprisonment under the state's "three-strikes" law was found dead in a Las Vegas hotel room April 6, an apparent suicide. Steven White, 32, who was accused of stealing a \$146 videocassette recorder, shot himself in the chest. He left three notes: one for his family, another apologizing to police, and the last blaming the state law.

A report released by the Highway Patrol April 17 said that alcohol-related traffic deaths dropped by 5.25 percent in 1994 and injuries dropped by 8.1 percent. Tougher traffic laws are credited for the decrease.

HAWAII — Inmates at the Halawa Correctional Facility were prevented from using the library, gym and other services last month when nearly a third of the 95 guards called in sick. The state hopes to save \$300,000 a month through a new state policy of not using overtime to bring in substitute guards.

Tenants at the Lanakila public housing project in Hilo have started security patrols to prevent drug crimes. The Lanakila project is home to more than 900 tenants.

More than 13,000 marijuana plants were netted April 23 during a raid on crops in the Puna and Hilo areas of the Big Island. No arrests were made.

IDAHO — Three felons filed a \$10.7-million suit last month against Cassia County and the Mini-Cassia Jail, claiming that jailers' refusal to provide a late-night snack constituted cruel and unusual punishment.

WASHINGTON — Drug agents say a six-fold increase in the number of Canada-to-U.S. drug arrests in the past six months is attributable to a cheaper, more potent strain of marijuana being produced in Canada. The marijuana is said to be drawing customers from as far as California.

Coming up in Law Enforcement News:

Established by leading law enforcement organizations, the Community Policing Consortium was intended to facilitate a sweeping transition in American policing.

Now, after nearly two years of work costing \$4 million, how much is the consortium accomplishing?

Look to LEN for the lowdown.

Scott beams up

A committee of Fairfax County, Va., officials had over 100 candidates from all over the nation to choose from when searching for a new police chief, but in the end they selected Maj. M. Douglas Scott, an 18-year veteran of the Police Department, who promised to be the voice of the rank-and-file.

Scott, 38, was sworn in as Chief on May 6, succeeding Michael W. Young, who retired after 23 years with the 1,000-officer agency, three of them as chief.

In a Washington Post interview, Scott said he would be promote diversity in the ranks by asking officers stationed at county schools to encourage youths to pursue law enforcement careers. The agency, which has been targeted in discrimination lawsuits, has been under pressure for the past decade to hire and promote more women and minorities. Currently, there are about 90 female officers and 100 black officers on the force.

While overall crime is down in Fairfax County, Scott said he is concerned about rising juvenile crime. He will try to blunt the increase by puning more officers on street patrols. Scott said he plans a review of desk-job assignments to reach that goal, and indicated that some positions currently held by officers may eventually be staffed by civilians.

Scott, who has served since 1993 as one of two majors in charge of the patrol bureau, which oversees the operations of the agency's seven districts, told The Post he would give district commanders more autonomy and encourage them to formulate solutions to local problems. "I like to encourage creativity," he said.

During his career, Scott has gained a reputation for listening to the concerns of officers and acting upon their suggestions. That's not going to change, he insisted. "The officers on the street quite frankly are what make this department go. Through all of the command assignments I have had, I have tried to listen to what their concerns are and to represent them."

"He is a cop's cop," said John D. Fowler, president of the Fairfax Coalition of Police. "He has not forgotten

that most of the work around here gets done by the officers who are out on the street."

Capt. Mike LoMonaco of the department's Mount Vernon district said Scott was an excellent choice for the chief's job because of the rapport he has built with lower-ranking officers. "You feel comfortable giving him input. He is fair and he is competent, and he would never ask anyone to do anything he has not done or would not do himself."

Polishing Potts

Despite being officially censured by the Justice Department for his role in a deadly standoff with an Idaho white supremacist in 1992, acting FBI Deputy Director Larry Potts has won permanent appointment to the post, it was announced this month.

Attorney General Janet Reno on May 2 signed off on FBI Director Louis Freeh's recommendation that Potts, 47, be named to the bureau's No. 2 post.

Potts, who is in charge of the FBI's investigation into the April 19 terrorist bombing of the Federal Building in Oklahoma City, has held the job on an acting basis since last December, when he succeeded David G. Binney, who retired.

On April 5, Potts was officially censured by the Justice Department for managerial lapses during an August 1992 standoff in a remote part of Idaho with white supremacist Randy Weaver. A review of the incident, which led to the shooting deaths of Weaver's wife, his son and a deputy U.S. Marshal, found that Potts, who was then assistant director of the criminal division, and other supervisors at FBI headquarters "were remiss in failing" to determine what policy for the use of deadly force had been adopted by commanders at the scene.

Freeh had recommended the disciplinary action against Potts, but nonetheless publicly endorsed him as deputy director. [LEN, April 30, 1995; Jan 15, 1995.]

In a statement issued May 2, Freeh said Potts is "superbly qualified for the job" and "completely dedicated to the rule of the law." It is because

40 years as 'Mr. P.R.'

St. Paul PD bids farewell to a cop ahead of his time

During his 40-year career with the St. Paul, Minn., Police Department, Cmdr. Larry McDonald did it all.

He started the agency's canine unit, coordinated security for a visit by former Soviet leader Mikhail Gorbachev, headed the agency's SWAT team for 12 years, and formulated a plan that averted violence during anti-abortion protests.

And throughout his long career, McDonald, who retired March 31, even fired his service revolver in the line of duty — just once. That was back in the late 1950s, when he took aim at an armed robber's torso and ended up grazing his foot. The injured man surrendered to police.

Colleagues told The Minneapolis Star Tribune that the incident typified McDonald's handle-with-care approach to potentially explosive incidents — an approach that earned him kudos as a practitioner of community policing long before the concept began to enjoy its surge of renewed popularity.

"I have some young officers coming up who have his kind of philoso-

phy," said Police Chief Bill Finney, "but they haven't honed it to a fine art like Larry. He's Mr. P.R. He can go into contentious situations where neighborhoods are ready to throw rocks at the Police Department and all of a sudden everybody's working together."

Despite his questionable marksmanship, McDonald, 64, rose to the top nonappointive job in the 520-officer agency, as commander of the SWAT team. During the past 12 years with McDonald at its helm, the unit conducted hundreds of drug raids. "I had wonderful luck with it," McDonald said. "We never fired a shot."

An avid birdwatcher and gardener in his spare time, McDonald feels he is leaving a department that has changed radically for the better. When he joined in 1955, the agency had a reputation for brutality and corruption. "A lot of things were washed over the side then," he recalled. "But I didn't believe in thumping on people."

McDonald did believe in building a positive relationship with residents. Following the police riots at the 1968 Democratic national convention in Chicago, McDonald was assigned to

find "a new breed of officer." His search took him to shopping centers, sporting events and the Minnesota State Fair, but it was at the St. Paul Seminary that he discovered some of the "new breed" — five or six seminarians who switched from the priesthood to policing. Later, McDonald established a Police Chaplain Academy for those who wanted to pursue both callings.

At a time when many police departments were insular agencies with little contact with their counterparts in other parts of the country, McDonald had no qualms about borrowing a successful idea and tailoring it to St. Paul's needs. In 1958, he and his wife spent their honeymoon in Baltimore so McDonald could get a firsthand look at its canine unit, then considered one of the best in the nation.

In 1993, McDonald traveled to four cities — largely at his own expense — that had been besieged by abortion protesters. His contacts with officials resulted in a plan that kept protests in St. Paul peaceful, with no arrests or injuries.

Larry Potts has such great skills that I placed him personal charge of the FBI's priority investigation into the bombing of the Federal building in Oklahoma City. He has been in the command center at FBI headquarters in Washington every day since the bombing, directing all aspects of our investigation. He is the very best the FBI has."

Potts began his FBI career in 1974. In 1990, he directed a multiagency task force that investigated the mail-bombing deaths of Federal judge Walter Vance and civil-rights attorney Robert Robinson.

Broken records

The chief of the Philadelphia Naval Shipyard Police Department was charged last month with stealing highly sensitive criminal files from the FBI's National Crime Information Center and selling them to private investigators for undisclosed sums.

Joseph Carmen Silvestri, 48, who was charged April 27, allegedly obtained the information illegally over a four-year period beginning in 1989. Authorities said he gained access to the NCIC, which contains confidential information about criminals nationwide, through Naval Shipyard Police Department computers.

In a criminal information handed down by U.S. Attorney Michael R. Stiles — a formal charge that indicates the defendant waived indictment by grand jury — authorities charge that as chief, Silvestri had access to millions of records culled from FBI files. Access to the records, which are used by authorized law enforcement agencies to conduct background checks and to supply information about criminal suspects, is strictly controlled.

The criminal information added that

Silvestri had access to the "Interstate Identification Index," known among FBI agents as the "III File," which contains Federal and state criminal records, identification numbers, aliases, physical descriptions and fingerprint classifications. Silvestri is accused of making printouts of III File records, then selling them to private investigators.

Suit is no kid stuff

A Maryland state trooper seeking an extended parental leave to care for his infant daughter filed a Federal lawsuit challenging a State Police policy — since rescinded — that provided such leaves only to female employees.

H. Kevin Knussman, a 38-year-old flight paramedic, filed the lawsuit April 28, after losing a formal grievance he filed to protest the denial of the leave by State Police officials. No father had ever requested such a leave, and officials reportedly told Knussman that only a "primary child-care provider" can be granted parental leave.

Knussman and his wife, Kimberly, had been married 13 years when they discovered she was pregnant with their first child. Kimberly had a difficult pregnancy, and shortly before the child's birth, Knussman applied for up to eight weeks of unpaid leave under the Federal Family and Medical Leave Act. That request was denied.

Following the premature birth of their daughter, Riley Paige, on Dec. 9, Kimberly Knussman suffered from hypertension, fatigue and fluid retention. Knussman once again sought 20 days of family leave under a state law, designating himself as the "primary care provider" for the infant. That request also was denied.

The 18-year veteran filed a grievance, and shortly afterward, the state

changed its mothers-only policy, but still rejected his request. Knussman's lawsuit alleges he was illegally discriminated against because he is a man. He is seeking 12 weeks of paid leave.

According to the suit, a female personnel manager told Knussman he couldn't be the child's "primary care provider" because only women can breast-feed a baby. The same supervisor added that only women could be granted that status because "God decided that only women can give birth." The lawsuit claims that the supervisor told Knussman that "unless your wife is in a coma or dead, you can't be the primary care provider."

But State Police spokesman Mike McKelvin denies that any such statements were made. He told The Washington Post that Knussman was given two weeks off as the "secondary care giver" but was denied additional "family leave" because another state agency had already given his wife 30 days off to care for the baby. "That gives the family a total of 40 days of aftercare for their daughter, which is in compliance with the law," he said.

McKelvin said that after Knussman returned to work, State Police officials re-examined the parental-leave policy and decided to change it so that primary care giver status could be granted to fathers.

"Maryland State Police's 1950s mindset just doesn't work for the 1990s," said Deborah Jeon, an American Civil Liberties Union co-counsel who is representing Knussman. "Many fathers today don't want to be secondary in their children's lives." State Police officials "blatantly and repeatedly" told Knussman that only a mother could qualify as a primary care provider, she added.

The lawsuit contends that the alleged bias caused Knussman and his daughter to lose "the opportunity to bond in a primary relationship," aggravated his wife's medical conditions and strained their marriage.

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Panel urges equity in coke, crack penalties

The U.S. Sentencing Commission on April 10 recommended an end to mandatory minimum sentences that impose harsher sentences to those convicted of crack cocaine offenses than for those convicted of powdered cocaine offenses.

Groups that have pushed for an end to the disparate sentences for crack and powdered cocaine offenses lauded the recommendation, but some are skeptical that Congress will adopt it. If Congress takes no action, the proposal will take effect Nov. 1.

Indeed, on May 12, Justice Department lawyers sent Congress proposed legislation to override the commission's proposal, saying the disparate sentences are justified by crack's role in violent street crime.

"I think the commission has taken the necessary steps in creating equity in the sentences between crack and

powdered cocaine," said Julie Stewart, president of Families Against Mandatory Minimums, a group with 38,000 members nationwide that was started after her brother was sentenced to five years in prison for growing marijuana. "I think that it was the only solution because the studies show that there's really no difference between the drugs."

"We commend the Sentencing Commission for taking a brave first step toward ending this unwarranted disparity in sentencing," said Nkeshi Taifa, coordinator of the Committee of Families Against Discriminatory Crack Laws, a coalition of 20 criminal justice, civil rights, religious and family organizations that lobbied for the change.

Kent Larsen, a spokesman for the seven-member commission, said the panel had come to the "inescapable conclusion" that the mandatory mini-

mums adversely affected blacks, who made up 88 percent of the defendants in criminal cases involving crack, while whites and Latinos made up 4 percent and 7 percent, respectively.

"It is a fact that users of crack cocaine are mostly black and defendants who are convicted tend to be black," Larsen told Law Enforcement News. "That doesn't necessarily mean there's any bias in the system itself, but it does have to do with the drug of choice."

In 1986, shortly after crack exploded on the U.S. drug scene, Congress approved mandatory minimum sentences that provided five-year prison terms for those convicted of possessing five grams of crack, compared to 500 grams of powdered cocaine for the same sentence. The difference has become known as the "100-to-1 sentencing ratio."

Last November, Congress approved an emergency measure that placed limitations on the statute's applicability, provided the defendant was a first-time offender with no criminal history, was not a key player in a trafficking ring, did not use violence, a gun or other weapon while committing the offense, did not cause the death or injury of another person, did not engage in a continuing criminal enterprise and provided information about such enterprises. The provision did not apply retroactively.

Larsen said the original sentencing provisions were put in place before much was known about the effects of crack, which researchers have since

determined is no more harmful or addictive than powdered cocaine. "They singled out crack based on the assumption that there were greater harms associated with it," said Larsen. "But in our study, no sufficient difference was found to justify that ratio."

The result of the disparity is that more black crack users now languish in jail, Larsen said, since crack is more plentiful, cheaper and easier to sell in predominantly minority neighborhoods. "It tends to be made available in markets

"The ball is now squarely in Congress's court. It is imperative that Congress recognize the strong racial implications of this disparity."

where there are more minorities and where there is more violence," he said.

Attorney General Janet Reno has already said she opposes the commission's recommendation because it doesn't take into account crack's destructive effects on neighborhoods where it is sold and used. But Lee P. Brown,

director of the White House Office of National Drug Control Policy, expressed concern about current Federal sentencing policy for crack and powdered cocaine, particularly "the differential of the impact on African-Americans versus others who use or traffick in narcotics."

In a Jan. 19 letter to the commission, Brown said research evidence does not support the 100-to-1 differential between crack and cocaine powder on which the disparate mandatory minimum sentences are based. Nonetheless, Brown wrote, "the greater availability of crack cocaine, the greater degree of addictiveness of crack cocaine, the impact on many inner-city communities, and the greater systemic violence which surrounds the crack trade indicate that some differential may be warranted."

"It's unpredictable [how Congress will act] because the mood of the Congress has been pretty tough lately," said Larsen. "We're hopeful that they will address this question."

Stewart expressed doubt that the recommendation would be adopted, predicting that Congress would turn it into a "political football." "This would be the first time ever that a [Sentencing Commission] guideline proposal will have been rejected by Congress," she noted.

"The ball is now squarely in Congress's court," Taifa told LEN. "It is imperative that Congress recognize the strong racial implications of this disparity and move speedily to adopt the commission's recommendations."

Bank heists surge in DC, with crack addicts blamed for the increase

Crack cocaine addicts in Washington, D.C., may never have heard of Willie Sutton, but they apparently have at least an intuitive awareness of his maxim that he robbed banks because "that's where the money is."

Officials say crack users are responsible for a sharp surge in the number of bank robberies in Washington this year, with 23 stickups as of April 20, compared to 30 for all of 1994.

The FBI noted that no corresponding increase in bank robberies has been noted in the wealthier suburbs surrounding Washington.

Although many of the robbers were known to be armed, no shots have been fired and no one has been injured, authorities said. Investigators added that the heists netted the robbers anywhere from \$50 to \$200,000.

"The need for drugs seems to be driving a lot of this, with a small number of people committing a lot of the bank robberies," said FBI Special Agent Dennis Condon, who coordinates the bank robbery squad for the bureau's Washington field office. "They will continue to rob banks until we catch them."

Capt. Reggie Smith, who commands the Metropolitan Police Department unit that works with the FBI on bank robbery cases, said there is no evidence that organized groups of robbers are behind the increase. The culprits, he said, are a small group of individuals working independently, many rob-

bing more than one bank.

One suspect apprehended March 30 by police detectives and FBI agents was a crack addict who is accused of robbing seven banks and trying to rob an eighth during the first three months of the year. Robert Robinson, 36, who was indicted last month on multiple counts of bank robbery and attempted robbery, used the proceeds of his crimes to buy crack, investigators said.

Police and FBI agents are now setting their sights on two other lone suspects who are wanted for robbing four banks each so far this year. One suspect is dubbed "the whisper robber" because he leans toward tellers, and in hushed tones, tells them he has a gun and wants cash. The other suspect is known for putting a gun in the tray in front of the teller's station and demanding money.

Nationally, bank robberies have jumped in recent years, according to Sonia Barbara, a spokeswoman for the Washington-based American Bankers Association. She told The Washington Post that crack addiction is at least partially responsible for the rise.

According to FBI statistics, 5,400 to 6,900 bank robberies and attempted robberies occurred each year in the mid- to late 1980s, but the figure jumped by a third in the early 1990s, peaking at 9,338 in 1991. In 1993, the last year for which figures are available, 8,578 bank robberies and attempts occurred nationwide.

A hands-on feel for making lethal split-second decisions

In the wake of several controversial police-involved fatal shootings, Alexandria, Va., Police Chief Charles E. Samarra is inviting concerned citizens to take part in an educational program that uses computer simulations to illustrate how police must make split-second, life-and-death decisions.

Prompted by the fatal shooting of a drug suspect March 17 that drew harsh condemnation from several community groups, Samarra sent letters last month inviting members of 73 civic organizations to participate in a program used by officers to sharpen their judgment skills in deadly-force situations.

The incident that prompted the chief's action was the shooting by Officer Scott D. Ogden of unarmed drug suspect Otis Kelley, who was hit 15 times in the front of the torso and back. Ogden, who in 1992 fatally shot another man he said was attacking him, was cleared of criminal wrongdoing by Commonwealth's Attorney John E. Koch in the Kelley shooting, which remains the focus of an ongoing Justice Department investigation.

Police officials said the educational effort is not an attempt by the department to exonerate Ogden or other officers involved in fatal shootings. Instead, they say, giving the public a chance to see how quickly events that can lead to shootings unfold might give citizens a better understanding of the kinds of pressures officers face on the job.

"We want to show the public what it is like to be a police officer and to see the decisions they have to make," said police spokesman Sgt. Steve Mason, a trained defensive tactics instructor who is publicizing the program. "We want to put people in the officer's shoes and see how quickly it all happens."

The campaign is an abbreviated version of a refresher course that each of the department's 266 sworn officers must undergo twice each year to guard against undue use of deadly force. The two-hour

Alexandria PD gives residents a taste of the same shoot/don't shoot computer simulations that local cops face.

course includes a review of training videotapes that outline basic rules governing the police use of deadly force, Supreme Court rulings on deadly force, and theoretical situations in which officers must weigh the decision to shoot against the threat to public safety posed by a criminal.

The course also offers a kind of "hands-on" instruction through the use of laser disc-driven computer technology that simulates situations in which officers must make decisions about whether the use of deadly force is warranted. Thirty-nine hypothetical situations are flashed on a large screen, allowing participants "armed" with a laser-equipped semiautomatic to decide whether to "shoot" their weapon. A computer records "shots fired" by the user, then assesses their performance, marksmanship and judgment.

"This is the same simulation that officers use," Mason told The Washington Post. "A lot of people think gun battles take a lot of time. They don't know how quickly they happen."

Mason said that at least one community group — the Community Action Team — had taken up the offer to participate in the training program, including its computer-simulated component of real-life use-of-force situations. "They were amazed, shocked and surprised," he said.

Coming up in Law Enforcement News:
How one department is succeeding in reducing officer misconduct through an early-warning system for cops about to reach their stress thresholds.

You'll say you saw it in LEN first.

'Interest-based bargaining' shows merit

By Mark Johnson

Many law enforcers give little thought to the responsibilities their association or fraternal order is endowed with regarding contract negotiations. To most officers, their bargaining unit is rarely thought of until contract negotiation time. At that time, all the needs and concerns of those officers rear their heads and occasionally present difficulties for negotiating teams. Depending on the length of time it takes to construct a labor agreement, bargaining units usually don't hear from the people they represent. Although exceptions do exist, elected board members usually rely on empirical data to best represent their constituents' interests.

How much thought is given to the method of negotiations itself? A police association's most important duties lie in this arena, yet to some there is only one avenue toward the resolution of a labor contract, and that is the traditional version of proposal/counter-proposal negotiations. Now, in the wake of community-oriented policing and the methods attendant to problem-oriented policing, comes interest-based bargaining, a relatively new system of labor contract negotiations for law en-

forcement.

Interest-based bargaining, a non-adversarial method, is gaining notice in the Western states after the Portland (Ore.) Police Association used it with what they consider great success. The curiosity behind it occurred due to the PPA and the City of Portland both claiming that the labor contract they

gaining, "both sides address problems, not personalities. Traditional negotiations often result in shouting back and forth and positioning based on issues where you start calling each other names."

"In interest-based bargaining," he added, "you enter negotiations in a problem-solving mode as opposed to negotiating. It worked well for Port-

advance to rules prohibiting yelling, fighting and personal attacks, and to focus on resolving issues with problem-solving techniques. With this technique, each side presented its interest regarding an issue on the table, then worked together to solve the problems that the issue presented to the opposing sides. What is considered odd in

by presenting an issue and defining the criteria of the issue. For example, if the employee group presents a pay-raise issue, they explain their interest in needing the raise. The city, conversely, presents its interests relating to the issue, then both sides brainstorm options and offer critical assessment of the issue. If one side has a problem with the issue, both sides are required to work together to solve the problem in a non-adversarial fashion.

Jorgensen and Barker both concede that this method isn't perfect. Said Jorgensen, "When we got to a monetary issue in one of our sessions, it got pretty heated. It's a good thing it was at the end of the day."

The training seminar that negotiators from both sides attended prior to the actual negotiations outlined the six main points of the process: identify and document problems; identify interests; identify objective criteria; brainstorm options; evaluate the options, and choose a solution. For the process to succeed, the technique requires both sides in a negotiation to forgo personality conflicts. Instead, the emphasis shifts in favor of identifying causes of problems and documenting their existence; identifying needs, concerns, fears and motives; jointly searching for criteria of contract items, including cost-effectiveness, mutual gain and community benefit, and separating the invention of options from deciding them. The process stresses the non-critical process of searching for mutual gain in negotiations.

Interest-based bargaining is not a labor relations panacea, although preliminary opinions emanating from those involved in the process believe it to be the cutting-edge technique of contract negotiations. According to Jorgensen, "You're going to see this thing take off in the next five years."

(Mark Johnson is a police officer who has been with the Sacramento, Calif., Police Department for nine years.)

A new style of negotiating starts off with both sides agreeing in advance to eschew fighting, name-calling, yelling and personal attacks, then working together to address issues as problems to be solved.

negotiated came to resolution in the best interest of both sides. It is these interests that formed the basis for the negotiating method.

In Sacramento, Calif., interest-based bargaining is being used for the first time and, according to James Jorgensen, president of the Sacramento Police Officers' Association, "It sure beats shouting back and forth at each other across the table."

Jorgensen, a veteran of numerous contract negotiations for the SPOA, explained that in interest-based bar-

land, so we decided to give it a shot."

Jeff Barker, president of the Portland Police Association, agrees. "The City felt good about it, and we felt real good about it," he said. "It was the best contract we have had since our first one in 1969."

Interest-based bargaining was first implemented by Portland city officials in December 1993 when they and the PPA agreed to use this style of negotiating as a way to fend off ill feelings, animosity and adversarialism in contract negotiations. Both sides agreed in

Portland's case was that the City's representatives proposed this method of negotiating.

"Occasionally, things would break down," said Barker. "But we agreed in advance that we would go back to the traditional method of negotiating in case the whole thing fell apart, up to and including binding arbitration." Portland retains binding arbitration to resolve contracts near impasse, but it has been resorted to only once.

Barker, who was on the PPA's negotiating team, clearly prefers the interest-based bargaining method over the old adversarial, proposal/counter-proposal method. "It took a lot longer than the traditional method, a total of 35 all-day sessions between December 1993 and July 1, 1994," he said. "It's more like consensus-building instead of fighting head-on. It resulted in a lot of changes we wouldn't have gotten otherwise."

The key difference in interest-based bargaining compared to traditional negotiations is that both sides work together to resolve contract items. In Sacramento, negotiators from the Police Officers' Association joined city negotiators in a training class prior to the first negotiating session to learn the rules and concepts of this new method. Once each side agrees to adhere to these rules, they enter negotiations

John Jay College Of Criminal Justice Conference On Criminal Justice Education October 20, 1995

John Jay College of Criminal Justice is sponsoring a one-day conference dealing with a range of issues concerning criminal justice education. Areas of concern are criminal justice education for liberal arts students, undergraduate majors in criminal justice, training / education of practitioners, and graduate education in criminal justice.

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- the forensic sciences and criminal justice education
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- the relationship between associate and baccalaureate degrees
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- models and resources for criminal justice education/external credit issues
- the humanities in criminal justice education
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John Jay College of Criminal Justice, a senior liberal arts college of The City University of New York, invites applications and nominations for the position of Chief Librarian. The Chief Librarian has primary responsibility for the administration, planning, and development of the Lloyd George Sealy Library; supervises a professional staff of 14 library faculty and a support staff of 30, and represents the Library on major committees.

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A letter of application, a curriculum vitae, and the names, addresses and telephone numbers of three references should be postmarked no later than May 31. The review process will commence as applications are received. Address applications to:

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AAJ/EOE

Baltimore PD imports 'koban' from Japan

Baltimore Police Commissioner Thomas C. Frazier visited Japan last spring and returned with an idea that will soon bring a touch of Tokyo to the streets of Baltimore — a "koban," or kiosk-style police mini-station that is being constructed in a busy shopping district of the city.

Workers were busy this month installing the new police substation in the city's Market Center district, which is popular with shoppers — and shoplifters. It is expected to open May 22, said Police Department spokesman Sam Ringgold.

When completed, the 8-by-12-foot steel and bulletproof glass structure will be equipped with telephones, a fax machine, a computer, closed-circuit television monitors and a bathroom. It will be staffed by a city or Mass Transit Administration police officer 12 to 16 hours a day — one each per shift.

The koban will provide a high-visibility post for officers who will monitor areas of the district covered by closed-circuit cameras. Other officers assigned to the district can drop by to write reports or make phone calls.

Frazier said he chose the location because of its high volume of pedestrian traffic and because of concerns expressed by merchants about safety in the wake of several shootings in the area last year. "We really do want people to feel comfortable as they use the malls," Frazier said, adding that a second koban may be built in the city's popular Inner Harbor district. A proposal to place one in a public housing development is also being discussed,

Ringgold added.

The structure, which cost about \$140,000, was designed by the Ziger/Snead architecture firm, which used Japanese designs as a model. It is being constructed by the Empire Construction Co. "There aren't many people in the U.S. who have built one of these," Steven G. Ziger, one of the partners in the architecture firm, told The Baltimore Sun. "I think the Commissioner is very progressive in coming up with the idea."

The main difference between the kobans in Japan and the one in Baltimore is that Japanese officers tend to live in their posts, which are usually two stories high and staffed around the clock, said Ringgold.

"He didn't think that part would work here," Ringgold said of the Police Commissioner, "but he did like the concept in which you can position them in high-pedestrian and high-traffic areas. Positioning an officer there gives them great visibility in a central location. He thought it worked well with our implementation of community policing."

Ringgold told LEN that the officer assigned to the post will have a three-sided view of the area, and his blind spot will be covered by the television monitor. "A block down the street, cameras will be installed that will allow him to monitor the area from the koban," he said, adding that discussions are already underway on a plan to link the koban's monitoring system to other closed-circuit cameras installed and operated by area businesses.



Baltimore's first police "koban" — a Japanese-style mini-station — will soon be open for business in a busy shopping district, with the prospect of others to follow.

Civic group hopes to 'make a difference' by funding police weapons

An organization of San Francisco business and property owners has launched a fundraising drive in memory of a slain police officer, with an eye toward offsetting the cost of upgrading the Police Department's weapons.

The Downtown Association said it would try to raise funds to help the Police Department replace its service revolvers with .40-caliber Beretta semiautomatics, which police officials say hold twice as many rounds and can be reloaded quickly. The weapons upgrade was approved late last year by the Police Commission, following the murder of Officer James Guelff, who was killed last November during a shootout with a gunman armed with several semiautomatic weapons and assault rifles and more than 1,000 rounds of ammunition. Guelff's assailant was killed at the scene by responding officers.

The cost of rearming and retraining the police force is estimated at \$1.3 million — money that Mayor Frank Jordan, himself a former police chief, says the cash-strapped city doesn't have. He said about \$330,000 has been approved to buy the weapons for new recruits this year, and additional funds are being allocated in next year's budget.

"We don't have money to just buy 2,000 semiautomatic handguns in one fell swoop," Jordan said. The effort by the Downtown Association provides "our community with an opportunity

to speed up the process," he added.

Carolyn Dee, executive director of the Downtown Foundation, told Law Enforcement News that the organization was motivated to help because its members were moved by the death of the young officer, who was gunned down as he reloaded his weapon. "Whether it would have made a difference, I don't know. But it's unfortunate that the criminals are better armed than police are," she said.

"We came forward and asked city officials how we could get this accomplished faster than they can. Looking at the projected budget shortfalls, it looks like it could take three or four years to pay for it. So we are hoping that through the public awareness campaign and the fundraiser, we can help close that gap and get it done sooner than that," Dee said.

A major public education campaign about the need for the weapons upgrade is underway, including television, radio and newspaper advertising — all of it donated by media outlets. Dee said donations are already beginning to trickle in, including one from a little girl who offered money she said she received from the tooth fairy.

(Persons wishing to make donations can mail them to: The James Guelff Memorial Fund, 268 Bush St., Box 1, San Francisco, CA 94104. For more information call toll-free (inside California) 800-ARM-FORCE.)

Clinton vows to fight Supreme Court KO of school gun ban

Vowing to do whatever is necessary to keep the nation's schoolchildren safe, President Clinton on May 6 sent to Congress a bill that seeks to restore bans on guns near schools, after the Supreme Court last month overturned a similar Federal law.

"The legislation is the most straightforward option available and must be acted on immediately," Clinton said in a statement accompanying the bill. "I am determined to keep guns away from schools and am committed to working with Congress to make our schools safe havens, where young people can learn and grow free from harm."

Clinton said that after conferring with Attorney General Janet Reno, he made a simple change in the original 1990 law to address constitutional issues raised by the Court. The new bill would make it illegal for anyone to possess a firearm "that has moved in or that otherwise affects interstate commerce" at a place that a person knows or has cause to believe in a school zone.

Reno said the new language would generally allow prosecutors to bring a case because nearly all firearms have moved in interstate commerce. A new Federal law banning firearms near schools within 1,000 feet, she added, could be a useful tool in cases "where the state has no sufficiently strict law to prohibit this conduct." About two-thirds of the states have adopted similar bans in or near schools, she noted.

Clinton's action was prompted by the Supreme Court's 5-4 decision on April 26 that struck down the Gun-Free School Zones Act, saying Congress lacked the authority to ban handgun possession near schools. Justice Department lawyers argued that the law was a legitimate extension of Congress's constitutional power to regulate interstate commerce, but Chief Justice William H. Rehnquist found

With most states already banning handguns near schools, gun-control lobbyists appear unfazed by the impact of the High Court's ruling.

that the law "has nothing to do with commerce or any sort of enterprise."

In U.S. v. Lopez, the Government had contended that guns near schools affect national productivity when they impede the learning environment of children, resulting in a less educated, less productive citizenry. The nation's economic health is also threatened, the Government argued, due to the substantial cost of violence and the reluctance of people to travel to areas they perceive as dangerous.

Writing for the majority, Rehnquist concluded that using Congress's "national productivity" argument, any activity that could be linked, however tenuously, to economic productivity would be open to Federal regulation.

Rehnquist addressed the states' rights issue that the case raised by noting that the Government's position, if accepted, would make it difficult to find any activity that would not be within Congress's authority to regulate, including such traditional state concerns as criminal law enforcement and education.

In dissent, Justice Stephen Breyer wrote that gun-related violence in the classroom has a significant impact on both the nation's economic and social well-being. Justices John Paul Stevens, David Souter and Ruth Bader Ginsburg also dissented in the case.

While the ruling is expected to invigorate Republican efforts to "downsize" the Federal Government by returning many issues of concern back to the states, some observers say the in-

validation of the Gun-Free School Zones Act law will have little effect on schools. Some 40 states already ban the possession of handguns near schools, and state laws will be unaffected by the Supreme Court's ruling.

In the estimation of the lobbying group Handgun Control Inc., the decision will have no foreseeable effect on other gun-control laws.

Today's ruling is very narrow," said Richard Aborn, the organization's president, "and pertains only to Congress's ability to regulate the possession of firearms in a particular place."

The result might have been different, Aborn said, if Congress had made express findings of the connections between handguns near schools and interstate commerce.

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Morse:

How to build a better police science major

By Henry Morse

Many questions, for the most part unanswered, have been raised regarding the appropriate mission and functions of the police. Governments have generally been bogged down by leaders who are either unable or unwilling to accomplish the reforms necessary to cope effectively with prevailing social problems and with a cadre of operational personnel ill-selected, ill-experienced, ill-educated and ill-trained to adapt to the changing demands of policing.

Much has been said regarding the professionalization of police vis-a-vis increasing the educational standards of its practitioners. Nowhere near as much has been said relative to the substance of such education. The education required for professional police officers of the 1990s and into the 21st century must be one that not only prepares them for a more meaningful personal life, but that also will enable them to understand and appreciate more fully the environment within which their profession is practiced, and which provides the basis for the full development of the skills needed to perform their duties effectively and efficiently.

Preparing for Seismic Change

Research and empirical findings over the past two decades make it clear that the police function must change from one that is reactive and incident-driven to one that is proactive, client (community)-oriented, and geared to problem-solving. The thrust of reform has been to experiment with different modes of team policing, community-oriented policing, problem-oriented policing and similar approaches, by whatever label one might apply. A participatory style of

(Henry Morse served with the New York City Police Department from 1951 to 1979, retiring as the department's Chief of Personnel. He also served as Chief of Field Services, head of the Office of Management Analysis, and commanding officer of the Police Academy. He is currently assistant professor of law and police science at John Jay College of Criminal Justice, and coordinator of the police studies program.)

management will be required in place of the traditional authoritarian style common to police agencies. Organizational structure must be changed in order to permit the new style of management to take root and flourish. To the extent possible, decision-making must be decentralized to the level of execution, with managers and supervisors learning to share their authority and be collaborative as well as supportive and open. Police officers, whose duties will fundamentally change, must be more precisely attuned to the nature of the environment in which they perform their tasks and must sharpen their interpersonal

will have on the individual. Those majoring in the new undergraduate police science program at John Jay will obtain an excellent understanding of the critical question "why?"

The three-track approach

The newly revised program steers students through one of three study "tracks" — Foundations of Policing, Police Operations, and Police Management — which speak to functional differences available in law enforcement and related careers. Through the Foundations of Policing track, for example, those interested in pursuing

"Much has been said regarding the professionalization of police vis-a-vis increasing the educational standards of its practitioners. Nowhere near as much has been said relative to the substance of such education."

skills as well as learn new technical skills such as problem-solving and analysis, decision-making, planning and negotiation.

The implications of such enormous fundamental change are staggering, and the foregoing outline is by no means complete. Progress in this direction can only be achieved if the personnel of the agency, now and in the future, possess the educational backgrounds necessary to accomplish the change.

In the face of such seismic changes in policing, an undergraduate major in police science must provide the understanding and skills required by the professional police officer and manager of today and the future. Recent successful efforts to overhaul and upgrade this curriculum at John Jay College of Criminal Justice (where I teach) describe the direction in which higher education for police nationwide should go.

Many times reforms fail due to internal resistance. Much of the resistance usually stems from ignorance and lack of understanding of why changes are occurring and the impact these changes

civilian careers in policing or careers in police research or teaching will obtain an excellent foundation in the police as an institution, the psychology of policing, the fundamental law within which police function, the nature and causes of crime and criminality, the environmental milieu of police, and the basic research, computer and writing skills necessary to prepare themselves for their chosen fields.

Civilianization is part of the overall organizational development plan in police agencies throughout the United States, and personnel in many of these positions will be required, if they are to perform with optimal effectiveness, to have not only good academic and technical backgrounds but also a solid basis of understanding of the police function and its relationship to society. The spotty history of civilianization in police agencies is due in part to inadequately educated persons being placed in the positions that are civilianized. Other government departments also require personnel with police-oriented educational backgrounds, since their work involves either support or review of police agency func-

tions, such as finance, human resources, policy development, civilian review or legislative oversight. A basic education in policing rather than a professional education of the type required by law enforcement personnel serves their needs more appropriately.

The Foundations of Policing track necessarily contains course work that resembles, but nonetheless differs from, that in the professionally oriented Police Operations and Police Management tracks. The duties and responsibilities, knowledge, skills and abilities required in these three areas differ, thus the preparation for them must differ. The police science courses available to students in the Foundations of Policing track provide a broad general background of understanding of the police function, as opposed to the professional, operational and managerial approaches of the other two tracks. A course in research methods is required in the Foundations track but not in the other two. Its writing component is different due to the administrative and research requirements inherent in the goals of the track. The law courses in the Foundations track differ substantively from those in the other two tracks, focusing upon an understanding of the legal issues surrounding the police function.

Recognition of critical differences

The Police Operations and Police Management tracks, although similar, differ in areas of critical concern. More than 75 percent of police personnel are assigned to "operational" units and duties, delivering directly to the public those services that police agencies are established and maintained to provide. Police managers, on the other hand, see to it that those basic services are provided in the most efficient and effective manner possible. Ideally, this is accomplished through the understanding and application of modern management theory, practice and skills.

Just as the jobs and roles of professional police officers and police managers are different, so are the contents of the Police Operations and Police Management curriculum tracks. The former targets police officers for professionalization; the latter targets supervisors and managers. Few police officers go on to supervisory and managerial careers. To reach the goal of police professionalization, a specific professional education must be made available. The professional police officer must understand the operational fields of policing and the societal environment within which he or she performs. It is crucial that the officer possess good interpersonal, legal, analytical, problem-solving and decision-making skills, because these are at the heart of the police role.

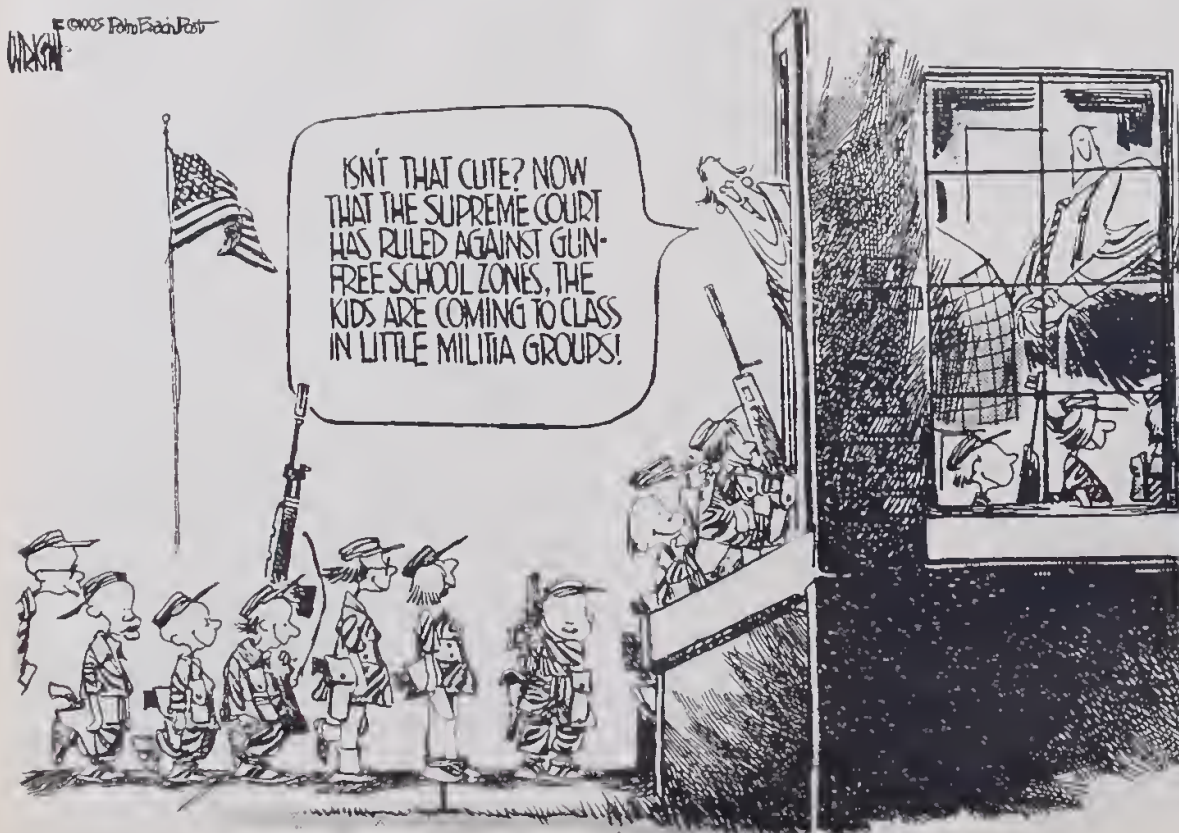
The revised Police Operations track will enhance the opportunities for police officers to provide the kinds of services required and desired of them. Police officers must understand that they are members of the community, contributing all the professional leadership, knowledge, skills and motivation that can be brought to bear on problems and thereby helping to realize a more secure, more fulfilling life for all. The Police Operations track will assist police officers in these accomplishments, and help as well to promote a sense of self-satisfaction and self-esteem not otherwise attainable in their professional and personal lives.

The core courses and substantive-issues courses are the same in both the Operations and Management tracks.

Continued on Page 10

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Back to one's roots

The author returns to a 'special place' to check on community policing

Over the years I've been an auxiliary officer in several police departments and enjoyed the experience in all of them. But there's a special place in my heart for the Mount Kisco, N.Y., Police Department because it was the place of my

BURDEN'S BEAT

By Ordway P. Burden

introduction to law enforcement.

In those days, Mount Kisco auxiliaries rode along with sworn officers on many calls, and I can remember taking part in a raid which led to the confiscation of drugs and patrolling a village park. This goes back to the 1960s when I was a college student and spent my summers with the department's Special Police, which is what Mount Kisco calls its auxiliary force. John Cregier was chief of police and Capt. Roy Woodward was in charge of the Special Police.

Among the officers with whom I rode those summers was Jack Wade, now a sergeant and head of a couple of the department's community policing units under Chief Robert E. Martini. I'm glad to report that my old alma mater is in the progressive wing of the law enforcement profession.

One of the community policing units in the 33-officer department is called SET, short for Specialized Enforcement team. It was born about three years ago as a result of a classic community policing situation. New members of the Village Board of Trustees were surprised to find that they were getting complaints from residents who said the police weren't responding enough to repeat calls on various nuisances — a person who screamed and yelled at everybody constantly, public drinking, barking dogs, the so-called quality-of-life problems. Sergeant Wade recalled: "The trustees knew we were undermanned and overworked, but still they said, 'Can't you solve some of these problems?' So I talked to the Chief, and we worked it out so that I could go out one day a week with two handpicked officers to see what we could do about repeat problems."

SET was an immediate hit. "Things started to fall into place," Wade said. The team developed a personal approach with residents as it tackled such things as speeding in a certain neighborhood, robberies and flimflams targeting Hispanic residents, and providing a high police profile at times in the business district.

Since January, Wade and two officers have been full-time

in SET. The SET officers helped to establish the Mount Kisco Community Patrol, made up of citizen volunteers who serve as the eyes and ears of the police in two neighborhoods, with a third in the office. The Community Patrol members walk their beats in pairs or groups of four to six on weekend nights. They are in radio contact with their headquarters at the Bethel Baptist Church. The pastor, the Rev. Reginald Hudson, helped the SET officers establish the patrol in the Maple Avenue neighborhood.

One of the first SET officers, Scott Semenzet, said he was gratified by the changed attitudes toward police as a result of personal contact. Before, he said, "no one ever wanted to tell us anything. Now it's amazing. They come up and make suggestions."

Mount Kisco's most recent community policing innovation is a bicycle patrol of the downtown district. Semenzet sold Chief Martini on the idea last year, and now two bike cops are on the downtown streets three evenings a week. The bike officers also make appearances at schools and some outdoor events like walkathons, to promote safety. The bike cops are

In the face of
an exhausting,
demanding job,
accomplishment is its
own reward for one
police sergeant.

also regular patrol officers; the bike duty is overtime.

The six officers assigned to the unit maintain their own bikes — top-of-the-line Raleigh FT-500 mountain bikes that retail for about \$1,000. Four of the six bikes were donated. The village provides their bike uniforms — black cycling shorts, jerseys with the department's emblem, cycling shoes, and helmets.

The bike cops are very popular. "Both the parents and the

kids love the bike cops," said Sergeant Wade, "because they're not in regular police uniforms. They have little junior police badges they give to the kids when they come talk to the bike cops, and the interaction is wonderful."

"The guys who were out drinking and causing trouble fear the bike cops because they can sneak up on you," Wade continued. "Our downtown was not that bad, but people had a perception that it was and didn't want to walk around town in the evening because people were hanging out there and causing trouble. The bike cops cut down on that and now the merchants are seeing an economic boost."

The bike cops love the work, and not just because of the overtime pay. "It's a big morale booster," Wade said. "The line is down the hall waiting to get on those bikes. On routine car patrol you see so many negative things, but this is positive. People walk up to you and say, 'You look great! What kind of bike is that?'"

"It's not just a detail; it's enjoyable," Semenzet added. "For whatever reason, the bikes have made us more approachable to kids, parents and business owners — everybody. And that's a really good feeling."

The Village of Mount Kisco, which already bears high overtime costs for the hike cops, added one officer to the department so that the SET unit could go into full-time problem-solving last January. But much of the costs of the village's community policing programs have been paid for by contributions, plus scrounging by Sergeant Wade. "We're the scavengers of the Police Department," he said. "We'll drive to Albany three or four times a year to pick up any handouts the Department of Criminal Justice Services might have that would be suitable for kids." He is now looking for funding for a coloring book on bike safety from which students at the village's Northern Westchester Center for the Arts did the graphics.

Despite the need to scavenge and hustle for resources, Wade loves the job. "I go home tired because it's a demanding job, but I wouldn't trade it for anything because of the feeling of accomplishment," he said.

(Ordway P. Burden is president of the Law Enforcement Assistance Foundation and chairman of the National Law Enforcement Council. He welcomes correspondence to his office at 24 Wyndham Court, Nanuet, NY 10954-3845. Seymour F. Malkin, the executive director of LEAF, assisted in the preparation of this article.)

An end to disenchantment in Mass. town:

Police, Latino community agree to patch things up

Lawrence, Mass., officials announced last month they had reached an agreement with community leaders that will pave the way for the hiring and promotion of more Latino police officers and will also create a special citizens public safety commission, a stress-management program and revamped Spanish-language training for police officers.

"I feel very good about the progress we've made," said the Rev. Joachim Lally, a Catholic priest who oversees church-sponsored youth programs for the Archdiocese of Boston. "I'm sure that there will be some resistance from the rank-and-file officers and in some parts of the community, but we've achieved our goal."

The agreement, which was announced April 27, stems from years of disenchantment with the Police Department's treatment of members of the city's growing Hispanic community. Tensions came to a head in February 1994 when a burglary suspect was beaten by police in the presence of Father Lally, who filed complaints with the Police Department, and other community leaders, who sent protests to the U.S. Justice Department's Civil Rights Division.

Community leaders had threatened to press their demands in court if the city failed to respond to their complaints. Litigation might still ensue if

the city fails to keep its end of the agreement, said Josephine Carabello, a Justice Department mediator. "But overall, we're pleased with the agreement and that all sides are willing to make it work for the benefit of the city," she told The Boston Globe.

The agreement was reached after nine months of sometimes heated face-to-face negotiations — which were regularly mediated by Justice Department officials — between community leaders and Mayor Mary Claire Kennedy. The Police Department agreed to hire at least five Hispanics among the 20 new police officers it plans to bring on the force this year.

Currently, about 7 percent of the 125-officer police force is Hispanic, according to Police Chief Robert E. Hayden, compared to a city population of 70,207 that is 41 percent Hispanic.

Hayden, a career Boston police official who became police chief in Lawrence just three months ago, said he will review and, if necessary, recast the department's mission statement to include language more sensitive to the community. The department will also provide conversational Spanish classes to officers on a voluntary basis, he added. The Chief has also agreed to meet monthly with members of the People's Alliance for Rights and Equality, a Hispanic rights group, to track the department's progress.

Some Hispanic leaders told The Globe that they give Hayden a lot of the credit for trying to turn around the relationship between police and their Latino constituents. "We were pretty much deadlocked until Hayden arrived," said Juan Ramos, the chairman of PARE. "He's got a lot of work ahead of him, but we're confident he can do it."

DC officers' group charges inaction on Latino hiring

Four years after a riot in a predominantly Latino neighborhood that was sparked by a police shooting, the Washington, D.C., Metropolitan Police Department has done little to hire and promote Latino officers, according to members of the city's Hispanic Police Association.

Officer Hiram Rosario, the organization's president, charged May 5 that the department has failed to keep a promise it made following the May 1991 disturbances in the Mount Pleasant neighborhood to hire and promote Latino officers. "They said they cared when it was a problem. They promised to recruit more Hispanic officers, but no attempt has been made to recruit Hispanics or fully bilingual officers," he said.

Rosario said many Latino officers

have been mistreated and made to feel like "second-class officers." Many, he added, are leaving the Police Department for jobs with other police agencies.

Pedro Aviles, executive director of the D.C. Latino Civil Rights Task Force, told The Washington Post that discrimination is still commonplace. "There is not a single Latino officer above the rank of lieutenant, and the record on upward mobility within the ranks is appalling."

Police Chief Fred Thomas denied the charges, saying that the department is "head and shoulders over all the agencies in the city in recruiting and hiring Hispanics. . . . In the last 15 months, we have hired 300 officers

and, of that number, 23 have been Hispanic." Further efforts to attract Latinos to the force have been stymied by a hiring freeze, he added.

Thomas added that following the Mount Pleasant disturbance, the department had opened a police substation and outreach center in the neighborhood, and currently assigns about 80 of the agency's 135 Latino officers to the city's 3d and 4th police districts, where the majority of Washington's Latino residents live.

Last August, the Justice Department initiated an ongoing, on-site investigation into claims of discrimination against Latino police officers, focusing on hiring and promotion policies.

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Pa. moves toward licensing 911 operators

Continued from Page 1

plained that operators mishandled calls, and in some cases were rude and abusive. After reviewing dispatch tapes that confirmed the complaints, Philadelphia officials ordered a sweeping overhaul of the 911 operator training program.

The Polec incident "demonstrates without a doubt that more needs to be done to protect lives and property and guarantee that Pennsylvania's 911 emergency response systems are operating as efficiently and effectively as possible," said Civera, who is majority chairman of the House's Professional Licensing Committee.

The bill would require dispatchers to complete 40 hours of classroom and hands-on training and pass an examination to obtain a license from the state. Operators with more than three years of experience would be exempt from testing, but would be required to complete the training. License renewals would be granted after operators complete 12-20 hours of additional training every two years.

The costs of the program would be covered by fees levied for the licensing and training program, said Chuck McDonald, a spokesman for Civera.

The bill would also establish an 11-member emergency dispatch licensing board, to be appointed by the Governor, that would include the state's director of emergency management, the commissioner of the Bureau of Professional and Occupational Affairs, the state fire commissioner, a member of the state Fraternal Order of Police, a member of the state Emergency Health Services Council's board of directors, two 911 coordinators, two 911 dispatchers and two members of the general public.

Local officials who knowingly hire an unlicensed 911 operator would face penalties of 30 days in jail and a \$500 fine. Unlicensed dispatchers holding positions would themselves face \$500 fines.

Ronald Mauldin, an official of District 33 of the American Federation of State, County and Municipal Em-

"More needs to be done to guarantee that Pennsylvania's 911 emergency response systems are operating as efficiently and effectively as possible."

ployees, which represents about 200 Philadelphia police dispatchers, said the city had made many improvements in its training program, including purchasing a simulator that allows trainees to go through the dispatch process "before they actually do it."

Trainees now observe police procedures firsthand, go on ride-alongs with officers, tour the city to familiarize themselves with specific neighborhoods and locations, receive stress training and telephone answering techniques. The first class of the overhauled, six-week course is scheduled

to graduate this month, he said.

Mauldin called for a national standardized training program for 911 operators. "I can say that Philadelphia has made some great improvements, but I'm not saying that should be the end of it," he told Law Enforcement News. "The ironic part of the Polec case was, not only did they find that Philadelphia operators were poorly trained, but a lot of 911 people were poorly trained all over the country."

In a related development, six 911 operators who were suspended or fired in the wake of the Polec incident won

back their jobs last month.

On April 6, Daniel Trent, an arbitrator who heard the dispatchers' appeals of disciplinary actions taken against them by city officials at the behest of Mayor Edward G. Rendell, ordered immediate reinstatements with back pay and benefits for three fired operators, determining that the dismissals lacked "just cause." Three others who were suspended and transferred out of jobs had their suspensions reduced.

Trent also directed the city to reinstate all six to the dispatch operation—a decision that the city will appeal, said David Cohen, the Mayor's chief of staff.

The six had appealed the disciplinary actions, contending that no supervisors had been disciplined. They also accused city officials of using them as scapegoats.

Mass. police get territorial when it comes to policing roadwork sites

Continued from Page 1

of the state's largest utility companies, paid \$2.1 million in 1990 for police details at construction sites; last year, the figure topped \$3.1 million. Other utilities paid similar sums, including Boston Gas, which shelled out \$4.1 million; Massachusetts Electric, \$1.7 million; Bay State Gas, \$1.6 million, and an unidentified cable television company, \$1.4 million.

Taxpayers are not immune to the costs since police details at state highway projects are passed on to them. The Globe said such details cost Massachusetts \$20 million last year.

Although police details are warranted at some sites, critics say they are not necessary every single time a manhole cover is opened. "Of course it makes sense to let police work at busy intersections, but not the quiet ones," said Scott Spencer, president of Northeast Traffic Control Services, who has twice tried to persuade Plymouth officials to replace some police

details with flaggers trained, insured and certified by the Public Safety Council. The proposal was defeated last month for the second time.

"If safety is so vital to police, why aren't they at school crossings? Give cities and towns the choice," he said.

Supporters maintain that the police presence not only protects motorists, but also workers at the sites who are increasingly becoming targets for street criminals. In New York City last month, the shootings of two workers of the Con Edison electric utility prompted calls for increased security. Since 1990, three Con Edison workers have been murdered on the job.

Proponents also point out that regular citizens enjoy extra police protection by having officers assigned to road details. "It's a public safety issue," said Richard Bradley, president of the Boston Police Patrolmen's Association. "How else can you get so many trained officers on the street?"

The practice is a hot issue that has

been used as a bargaining chip in labor agreements for years because they provide a lucrative source of extra income for police officers. In Boston, a police officer can get \$27 an hour for a road detail. In 1994, Boston police made \$17.3 million by working private road details, and one officer made \$133,000—\$71,000 from details. The details were mandated by an ordinance approved by the City Council in the mid-1970s, which requires every road project that affects traffic flow to have at least one police officer stationed at the scene.

Municipalities that do try to change the system often encounter stiff resistance from police labor unions. During the last round of contract talks in Everett, city officials proposed replacing the

police sergeant who oversees detail assignments with a civilian. The city offered to hike the hourly rate for detail work in exchange, but the union rejected the plan.

In Plymouth, the recent debate over changing the detail ordinance got personal and nasty. A Plymouth police officer whose son proposed the bylaw to allow private flaggers was forced out of his police fraternal group for refusing to denounce his son.

"Like any other human being, they would naturally resist something that would take that money away from them," said Doherty of the police chiefs' association. "This is certainly something that goes way back, so they're going to make every effort to retain it."

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Building a better police-sci major

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quent tracks. The core courses in ethics, constitutional law, and basic police organization and management are fundamental to the functioning of professional police officers and managers alike, as are substantive issues courses dealing with police, legal, societal and organizational problems. The courses in the two tracks relating to race, gender, ethnicity, individuals, groups and society are essentially the same. (It can be argued that for maximum effectiveness, managers must understand the ramifications not only of their own positions, but also, contextually, those of the officers under their command. Conversely, officers must understand and appreciate the role and function of the manager. All too often in police agencies, a lack of such understanding can lead to a counter-productive "them vs. us" syndrome. The narrower this gap, the greater the opportunity for a cooperative team approach in accomplishing the goals of the agency.

At this point the contents of the two curriculum tracks diverge sharply, focusing more specifically on the needs of the constituencies for which each track was intended. For example, the Management track has a larger, more diverse computer segment, since there is a demonstrably greater need by managers for this kind of knowledge and skill. Its law component includes courses basic to policing and to management issues, and contains no courses related to the work of the operational police officer, such as evidence or criminal procedure law, which are found in the Operations track. The two tracks also differ in the extent to which courses emphasize communications, planning, problem-solving, decision-making and research — again, due to the differing degrees to which these skills are part of the roles and functions of police officers and managers.

A professional degree

The substance of the new Police Science major appropriately addresses the demands of police research and practice, and the demands placed on practitioners by the profession. The diversity of knowledge, skill and abil-

ity required of police professionals is unmatched in the criminal justice field. The course of formal study leading to professional competence and status must necessarily reflect this diversity.

The Police Science major is a professional degree, comparable to, say, a business major. A review of business majors reveals that after a number of basic core courses that provide fundamental knowledge of the profession, in-depth advanced courses and diverse electives are offered. One chooses course offerings on the basis of future goals and one's strengths, weaknesses and interests. The new three-track Police Science major, with its 69 total courses, reflects this approach. The richness of the curriculum permits one to undertake in-depth, goal-oriented study through a variety of relevant course offerings. Moreover, interdisciplinary offerings in each curricular track provide a necessary breadth of knowledge in essential related fields.

John Jay College, the nation's leading institution for criminal justice higher education, continues to stand in the forefront of the educational thrust that goes hand-in-hand with efforts to professionalize policing nationwide. The new Police Science major is designed to meet the educational needs of professional police officers, supervisors and managers in light of the new demands and needs of society and the direction in which police reform is moving nationwide. Vollmer and Wilson took policing out of the dark ages, and those contemporary police leaders now engaged in community policing efforts will thrust it into the 21st century on the wave of new principles that research has shown to be necessary for policing in a democratic society.

The problems of police agencies are diverse. The agencies are in turn strengthened by diversity in personnel. Problem-solving and decision-making — tasks integral to police and police agencies — require creative approaches. Nothing is more stultifying in a police agency that to be composed of intellectual clones. The new Police Science major at John Jay College will go a long way toward avoiding this common, fundamental problem.

Upcoming Events

JUNE

14. Countering Terrorism: Megatrends of the 90's. Presented by the American Society for Industrial Security, Washington, D.C. chapter. Arlington, Va.

19-20. Executive/VIP Protection. Presented by the Executive Protection Institute. Chicago

19-21. The Reid Technique of Interviewing & Interrogation. Presented by John E. Reid & Associates Inc. Anaheim, Calif. \$520.

19-23. Wire, Oral & Electronic Intercepts. Presented by the Institute of Police Technology & Management. Jacksonville, Fla. \$495

19-23. Interview & Interrogation Techniques for Internal Affairs Officers. Presented by the Institute of Police Technology & Management. Jacksonville, Fla. \$450.

19-23. Bloodstain Interpretation. Presented by the Institute of Police Technology & Management. Jacksonville, Fla. \$525.

19-23. Inspection & Investigation of Commercial Vehicle Accidents. Presented by the Institute of Police Technology & Management. Tallahassee, Fla. \$450

19-23. Managing the Patrol Function. Presented by the Institute of Police Technol-

ogy & Management. Jacksonville, Fla. \$450.

19-23. Computer Evidence Analysis. Presented by the Federal Law Enforcement Training Center, National Center for State & Local Law Enforcement Training. Glynco, Ga.

19-30. Firearms Instructor Training. Presented by the Federal Law Enforcement Training Center, National Center for State & Local Law Enforcement Training. Glynco, Ga.

21-22. Managing Security Systems. Presented by the Executive Protection Institute. Chicago.

21-23. Financial Investigation Methods. Presented by the Investigation Training Institute. New York. \$595.

22. OC Aerosol Training Instructor Course. Presented by R.E.B. Security Training Inc. Middletown, Conn.

23. Introduction to Using Computer Information Services. Presented by the Justice Research & Statistics Association, National Computer Center. Washington, D.C. \$295/\$195.

26-27. How to Succeed in the Security Profession: Marketing Yourself or Starting a Business. Presented by the Executive Protection Institute. Chicago

26-28. Drug-Trak IV Training. Presented by the Institute of Police Technology & Management. Jacksonville, Fla. \$395

26-28. The Reid Technique of Interviewing & Interrogation. Presented by John E. Reid & Associates Inc. New York. \$520.

26-28. The Reid Technique of Interviewing & Interrogation. Presented by John E. Reid & Associates Inc. Breckenridge, Colo. \$520

26-28. Financial Investigation Methods. Presented by the Investigation Training Institute. Cleveland. \$595.

26-30. Firearms Instructor Refresher Training. Presented by the Federal Law Enforcement Training Center, National Center for State & Local Law Enforcement Training. Glynco, Ga.

26-30. Seminar for the Field Training Officer. Presented by the Institute of Police Technology & Management. Jacksonville, Fla. \$450

26-30. Investigation of Pedestrian Accidents & Human Factors. Presented by the Institute of Police Technology & Management. Tallahassee, Fla. \$450.

28-30. Special Events Planning. Presented by the Northwestern University Traffic Institute. Milwaukee, Wis. \$450

For further information:

(Addresses & phone/fax numbers for organizations listed in calendar of events.)

American Society for Industrial Security, Washington, D.C., Chapter, 210 E. Fairfax St., #214, Falls Church, VA 22046-2906 (703) 237-2513. Fax: (703) 533-0358

Barton County Community College, Attn. James J. Ness, Director, Administration of Justice Programs, R.R. 3, Box 136Z, Great Bend, KS 67530-9283. (316) 792-1241 Fax: (316) 792-8035

Calibre Press, 666 Dundee Rd., Suite 1607, Northbrook, IL 60062-2727. (800) 323-0037.

Executive Protection Institute, Arcadia Manor, Rte 2, Box 3645, Berryville, VA 22611. (703) 955-1128

Federal Law Enforcement Training Center, National Center for State & Local Law Enforcement Training, Building 67, Glynco, GA 31522-9977. (800) 743-5382 Fax: (912) 267-2894

Hernandez Engineering Inc., 7701 Greenbelt Rd., Suite 204, Greenbelt, MD 20770.(301) 441-3204. Fax: (301) 441-9442

Hutchinson Law Enforcement Training, LLC, P.O. Box 822, Granby, CT 06035. (203) 653-0788

Institute for Criminal Justice Studies, Southwest Texas State University, West Campus, Canyon Hall, San Marcos, TX 78666-4610 (512) 245-3030. Fax: (512) 245-2834

Institute of Police Technology & Management, University of North Florida, 4567 St. Johns Bluff Rd. So., Jacksonville, FL 32216 (904) 646-2722.

Investigation Training Institute, P.O. Box 669, Shelburne, VT 05482 (802) 985-9123.

Investigative Training Institute, 621 Ridgely Ave., Suite 100, Annapolis, MD 21401. (800) 828-0317.

Justice Planning & Management Associates, P.O. Box 5260, Augusta, ME 04332. (207) 582-3269

Justice Research & Statistics Association, 444 N. Capitol St., NW, Suite 445, Washington, DC 20001 (202) 624-8560 Fax (202) 624-5269

Modern Warrior Inc., 711 N. Wellwood

Ave., Lindenhurst, NY 11757 (516) 226-8383

National Criminal Justice Training & Assessment Institute, Raleigh, NC. (919) 787-4757. Fax: (919) 787-9236.

New England Institute of Law Enforcement Management, P.O. Box 57350, Babson Park, MA 02157-0350 (617) 237-4724

Northwestern University Traffic Institute, 555 Clark St., P.O. Box 1409, Evanston, IL 60204 (800) 323-4011

Pennsylvania State University, Attn. Carolyn Andersen, 225 Penn State Scenic, University Park, PA 16802-7002. (814) 863-5140 Fax (814) 863-5190.

Performance Dimensions Inc., P.O. Box 502, Powers Lake, WI 53159-0502. (414)

279-3850 Fax (414) 279-5758

John E. Reid & Associates Inc., 250 S. Wacker Dr., Suite 1100, Chicago, IL 60606. (800) 255-5747. Fax: (312) 876-1743

Rollins College, Public Safety Institute, 1000 Holt Ave., #2728, Winter Park, FL 32789-4499 (407) 647-6080. Fax: (407) 647-3828.

Southwestern Law Enforcement Institute, P.O. Box 830707, Richardson, TX 75083-0707 (214) 690-2394 Fax: (214) 690-2458

TEEX — Law Enforcement & Security Training Division, Texas A&M University System, College Station, TX 77843-8000. (800) 423-8433 or (409) 845-6391. Fax: (409) 862-2788

IACP Executive Search

Chief of Police

JEFFERSON COUNTY, KENTUCKY

Jefferson County (Louisville), Kentucky, located in north central Kentucky, is accepting applications/resumes for the position of chief of police.

Responsibilities: The chief will manage the operations of a department with over 600 sworn and civilian personnel in a community with a population of over 880,000.

Requirements: Bachelor's degree (master's preferred) in criminal justice; pre-law; police, public or business administration; political science; social sciences, or a related field. Ten years of law enforcement officer experience, including five years administrative or management experience. One year of lieutenant or comparable rank in a law enforcement agency. Evidence of ongoing management training.

Preferred Requirements: Advanced executive training such as the FBI National Academy, Southern Police Institute, or the National Executive Institute. Management experience that includes a commitment to community-based policing.

Salary: Compensation negotiable; competitive benefits.

Filing Deadline: June 30, 1995.

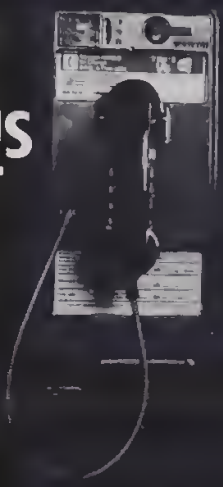
Submit resume and cover letter to: Jefferson County Search Committee, c/o Jerry Needle, International Association of Chiefs of Police, 515 N. Washington Street, Alexandria, VA 22314-2357.

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Educating for

21st-century policing:

An insider's look at how to create a college-level police science major that addresses the evolving needs and realities of contemporary policing. **Forum, Page 8.**

Something for everybody:

A new approach to reaching a labor agreement — interest-based bargaining — is winning converts on the West Coast with its problem-solving orientation. **Page 6.**

Licensed to save lives:

Will Pennsylvania 911 dispatchers need state certification? **Page 1.**

Playing 'tag' with explosives:

The Feds once again consider using 'taggants' to identify bomb materials. **Page 1.**

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